

THE BULLETIN

MARCH 27, 2000 ~ 53RD YEAR ~ NUMBER 15



A Collegial Effort: PhD student Vince Tropepe, lead author of the retinal study, is flanked by lab technician Brenda Coles and Professor Derek van der Kooy who collaborated on the research.

Stem Cells Offer Hope for Damaged Eyes

BY STEVEN DE SOUSA

WHEN IT COMES TO STEM cells, it appears the eyes have it — researchers at U of T and the Hospital for Sick Children have identified retinal stem cells in the adult human eye, opening the door for retinal regeneration as a possible cure for damaged or diseased eyes.

"Before our study it wasn't known whether retinal regeneration was possible in adult mammals, especially humans," said Vincent Tropepe, a PhD student in developmental biology and lead author of the study that appeared in the March 17 edition of *Science*. "We've shown that by removing these cells from the eye, we can encourage the

production of new neurons even after the retinas have fully matured and cell division has stopped."

Stem cells give rise to a lineage of other cells by simultaneously dividing and self-renewing, beginning in the embryo and continuing throughout post-natal life and into adulthood. When this cell division occurs, one of the two new cells is

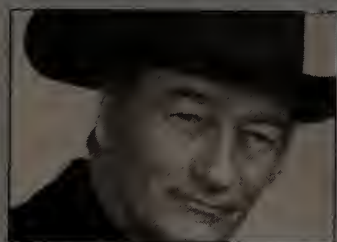
identical to the original while the other is slightly different. These new cells continue to divide and can become specialized and replace others that die or are lost.

Using tissue from adult mice, cows and humans, the team of researchers discovered the existence of stem cells in the retina, the thin black outline that separates the

coloured iris of the eye from the white part of the eyeball. Previously only amphibians and fish were thought to have retinal stem cells capable of regenerating and making new neurons. "The stem cells we discovered appear to be under inhibitory control while still in the

~ See STEM: Page 5 ~

INSIDE



Degrees of honour

STOMPIN' TOM CONNORS AND Lieutenant-Governor Hilary Weston are two of the 19 distinguished individuals who will receive an honorary degree from U of T this June. *Page 3*

A new angle on crime

SUN ANGLES, A STUDENT-RUN program, helps insurance companies and the law to verify claims of witnesses and defendants. *Page 5*

Monkeys Don't Wear Shoes

A NEW CD IS BUT ONE OF THE collaborative ventures Dan O'Day has undertaken with his students. *Page 7*

Provincial Funding Slammed

BY BRUCE ROLSTON

THE MARCH 14 PROVINCIAL announcement on the operating grants for Ontario's post-secondary institutions will lead to a decline in quality and accessibility, university heads are saying.

President Robert Prichard called the 2000-2001 grants announcement by Diane Cunningham, minister of training, colleges and universities, "very disappointing," a sentiment echoed by other university presidents. "The demand for first-year places at our universities grew six per cent last year and is expected to grow about three per cent more this year. However, the province has provided only a one per cent funding increase for enrolment growth.

"This simply won't do the job."

U of T's grant is estimated to be approximately \$350 million for 2000-2001, representing an increase of 1.2 per cent. However, that increase is almost entirely attributable to the Access to Opportunities program announced by the government a few years ago.

The announcement provided very little new funding for the university.

In her announcement, Cunningham said her ministry will increase university operating grants for next year by only \$52 million, province-wide. As well, tuition increases for most academic programs will be capped at two per cent per year for the next five years.

Taken together, the grant and tuition announcements will reinforce the problems of large class size and high student-teacher ratios in Ontario universities and make universities less competitive compared with other Canadian and American schools, according to the Council of Ontario Universities.

Prichard agrees with that assessment. "Unless the province makes a serious commitment to new funds commensurate with the growth and demand for places, it is inevitable that access will be sacrificed and quality will be eroded. Furthermore, the impending double cohort in 2003 underlines the fundamental need for a planned and funded expansion of

places for first-year students."

Also of concern is the \$16.5 million in new funding that is tied to performance indicators. The awarding of performance funding will be based on three criteria: graduation rates, employment rates six months after graduation and

employment rates 24-months after graduation.

"I have no difficulty with some of the funding being distributed based on performance indicators, [but] the question becomes what indicators and I have real trouble

~ See FUNDING: Page 4 ~

Open Space Gets Go-Ahead

BY MICHAH RYNOR

THE PLANNING AND BUDGET committee allocated \$2.5 million on March 7 for the implementation of the first phase of the Open Space Master Plan.

This phase includes an overall strategy for the King's College Circle precinct and detailed designs for the separate components of King's College Circle, King's College Road, the plaza at Convocation Hall, Galbraith Road and Simcoe Walk (the pedestrian walkway between the King's

College Circle and St. George Street south of Knox College).

The funding allows the university to hire a design team through an open international selection process and to implement designs for King's College Road, the plaza at Convocation Hall and Simcoe Walk. Construction on Galbraith Road and King's College Circle will commence as additional funds are raised.

"It's a watershed decision and an enormous step forward," said Judy

~ See OPEN: Page 4 ~

IN BRIEF



Operating engineers in strike position

SIXTY-SEVEN OPERATING ENGINEERS, MEMBERS OF U OF T Workers, Local 2001, Canadian Labour Congress, will be in a legal strike position March 30 at 12:01 a.m. Meetings between the administration and union to stave off a strike have been scheduled for the week of March 27. The operating engineers, who maintain heating, air-conditioning and ventilation systems across the three campuses, are seeking a raise of 16 per cent, said Tony Kopteridis, president of the local. The length of the contract is negotiable, he added. The administration has offered 1.5 per cent, two per cent and 1.5 per cent over three years — similar to its settlements with other bargaining units on campus. The university is currently making contingency plans in the event of a strike which could occur, at the earliest, March 31.

Faculty, staff election results

THE RESULTS FOR THE TEACHING STAFF AND ADMINISTRATIVE STAFF elections for representatives on Governing Council are in: of the four teaching staff seats available, three were acclaimed and the one contested seat, the Faculty of Medicine constituency, was won by Professor Chandrakant Shah of public health sciences. In the administrative staff elections, Brian Davis of facilities and services was elected for a three-year term while Karen Lewis of the Faculty of Physical Education and Health won the by-election to represent staff for a one-year term. In the Academic Board elections, Elinor Fillion won the one contested seat representing librarians.

Steel goes to polls

ON MARCH 28 STEELWORKERS LOCAL 1998 WILL ELECT ITS FIRST executive. Forty-two people are running for the 29 executive positions of president, vice-president, treasurer, financial secretary, recording secretary, guide, trustees, guards and unit chairpersons. Voting will take place between 11:30 a.m. and 5:30 p.m. at the following polling stations: the main lobby of Robart's Library; Elmsley Hall at St. Michael's College; the Old Vic Building at Victoria University; the main lobby of the Koffler Institute for Pharmacy Management; the main lobby of OISE/UT; the front lobby at dentistry; the main lobby of the Medical Sciences Building; outside council chambers at the Scarborough campus; and the Meeting Place at the Mississauga campus. The results of the election will be posted on the USWA-Local 1998 web site at www.uswa.ca/utstaff/utindex.htm.

AWARDS & HONOURS



Faculty of Arts & Science

PROFESSOR IAN LANCASHIRE OF ENGLISH HAS received an Internet Guide Award from the editors of Britannica.com for his Web site Representative Poetry Online at www.library.utoronto.ca/utel/rp/intro.html. The site was selected by the editors as "one of the best on the Internet when reviewed for quality, accuracy of content, presentation and usability." As well, Schoolzone's panel of 250 expert teachers in the U.K. awarded the site a Five Star rating. Schoolzone specializes in educational support materials via the Internet.

Governing Council

JACK DIMOND, SECRETARY OF GOVERNING COUNCIL from 1981 to 1999, will be installed as an honorary fellow at the University of St. Michael's College at spring convocation ceremonies June 12. The senate of Michael's recently approved the granting of an honorary fellowship in recognition of his contributions to the college. Dimond co-chaired St. Michael's governance task force in 1996-1997 which recommended governance changes.

Faculty of Medicine

PROFESSOR ROBERT BUCKINGHAM OF PSYCHIATRY has received the Association of General Hospital Psychiatric Services June Chamberlin Award. The award recognizes his outstanding contributions in community mental health.

PROFESSOR CHARLES DEBER OF BIOCHEMISTRY HAS been selected to receive the 2000 American Peptide Society Vincent DuVigneaud Award in peptide chemistry and biology. The award, presented at the peptides research conference in Ventura, Calif., recognizes career-long excellence in peptide/protein research.

PROFESSOR ANTHONY FEINSTEIN OF PSYCHIATRY IS the winner of a prestigious Guggenheim Fellowship, awarded by the John Simon Guggenheim Memorial Foundation to men and women who have already demonstrated exceptional capacity for productive scholarship or creative ability in the arts. Fellowships are normally made for

one year. Feinstein proposes to develop a database in Namibia to study post-traumatic stress disorders in victims of apartheid aggression.

PROFESSORS ELISE HEON AND ALEX LEVIN OF ophthalmology and their eye genetics team at the Hospital for Sick Children have received the White Cane Week Award by the Canadian National Institute for the Blind for service to people with visual impairment due to genetic eye disease. The award was presented to the team in a ceremony Feb. 7 at the CNIB.

PROFESSORS PETER LI OF PSYCHIATRY AND pharmacology and Jerry Warsh of psychiatry, pharmacology and the Institute of Medical Science were awarded the Research Excellence Award of the Centre for Addiction and Mental Health. The prize, awarded annually to a clinical or basic scientist who has published a body exceptional research in psychiatry and mental health, acknowledges outstanding Canadian contributions in psychiatry research.

PROFESSOR PETER ST. GEORGE-HYSLOP OF THE department of medicine and director of the Centre for Research in Neurodegenerative diseases, J.-F. Foncin of Paris, France, and A.C. Burni of Lamezia Terme, Italy, were awarded the 2000 Giacchino da Fiore Prize for work on human neurodegenerative diseases. The prize is awarded annually in Cosenza, Italy, in recognition of contributions that significantly benefit humankind in the arts, humanities or sciences.

PROFESSOR DAFYDD (DAVE) WILLIAMS OF SURGERY has received the American Astronautical Society's 1999 Melbourne W. Boynton Award for his "extraordinary contributions to the successful implementation of the STS-90 Neurolab mission and his leadership in developing innovative strategies for the advancement of space medicine and earth-based human health care and safety." Currently head of the NASA/Johnson Space Center's directorate of space and life sciences, Williams served as a mission specialist on the Neurolab mission, a 16-day flight in April 1998.

ON THE INTERNET

FEATURED SITE

The greening of campus



IN MARCH 1998, U OF T began the process of creating an open space master plan to guide future site planning and reintroduce natural and historic landscape elements of the St. George campus. The plan recommends, among other things, decreasing traffic, using a consistent palette of design materials, restoring Taddle Creek and adding more trees, flowers and street furniture. There are six demonstration sites which include exquisite artists' renderings illustrating the landscape design concept for each site, digitally enhanced images and pedestrian patterns.

<http://www.utoronto.ca/openspace/>

U OF T HOME PAGE
www.utoronto.ca

WAYS OF GIVING
www.donations.utoronto.ca

RESEARCH UPDATES (NOTICES)
<http://www.library.utoronto.ca/rir/hmpage/>

PHD ORALS
www.sgs.utoronto.ca/phd_orals.htm

U OF T JOB OPPORTUNITIES
www.utoronto.ca/jobopps

If you want your site featured in this space, please contact Audrey Fong, news services officer, at: audrey.fong@utoronto.ca



SITES OF INTEREST

U of T meets IT

THE PROVOST'S TASK FORCE ON ACADEMIC COMPUTING and New Media is sponsoring an information technology forum, Teaching, Learning and Research in Today's University. The forum will be hosted at the St. George campus April 11-12. Its mandate is to explore the opportunities and challenges offered by information technology as a tool in the educational process within the U of T context. Faculty will be able to attend morning keynote speakers, a deans' forum and afternoon breakout sessions. The forum site contains general information, online registration and a schedule of sessional presentations.

<http://itforum.utoronto.ca/>

Governing Council online voting

FULL-TIME AND PART-TIME UNDERGRADUATE STUDENTS CAN vote for their GC reps online between Monday, March 27 and Sunday, April 2 (7 a.m. to 11 p.m., except Friday 7 a.m. to 5 p.m. only). The Governing Council site also provides a schedule for polling times and dates for those who wish to vote in person, undergraduate candidate statements and general Governing Council election information.

<http://www.utoronto.ca/govcncl/index.htm>

Protesters Leave President's Office

BY SUSAN BLOCH-NEVITTE
AND JANE STIRLING

FURLING THEIR BANNERS AND lowering pails of cargo out the windows of Simcoe Hall to a waiting car, eight anti-sweatshop activists decamped from the president's office Friday afternoon after a 10-day sit in.

To shouts of "pass the code," they exited the administrative building and were joined by eight supporters who had occupied the Nona Macdonald Visitors Centre for two hours on Friday. "We're dropping our banners and we're leaving but this isn't the end," they vowed. "It may look like we haven't accomplished a lot but we've won this and this code will be passed by the end of the year."

The protesters, the majority of whom are U of T students, had occupied the office since March 15 to protest what they viewed as a delay in bringing an anti-sweatshop code to university governance.

Professor Ian Orchard, vice-provost (students), said he is pleased the students have left, adding the administration will proceed with its plans to prepare a final version of the policy and take it through the usual governance channels. A draft policy and code of conduct to ensure that clothing and other merchandise bearing U of T's name are produced under humane working conditions are expected to come before University Affairs Board April 18 and Governing Council May 11. The protesters were demanding the code reach Governing Council at its April meeting.

The university will continue to

consult with student and other groups (including Students Against Sweatshops, represented by some of the protesters) in drafting the final policy and code, Orchard said. "This group helped design the policy and we'll continue to consult with them and others."

The university has already begun requiring that suppliers of U of T merchandise report the names and addresses of all manufacturers. Currently there is no evidence that any U of T products are made under sweatshop conditions. U of T receives some \$60,000 annually in royalties from sale of clothing and other merchandise bearing its name.

"This is a complicated issue and we will be the first university in Canada to establish such a code," said Orchard. "It's worth taking time to make sure we get it right because it could well become a standard for other Canadian colleges and universities."

The protestors, some of whom served on an informal task force to develop the code, are adamant that the code make specific reference to a living wage for workers in developing nations.

The inclusion of living wages in institutional codes has proven to be contentious even among those most closely involved in the anti-sweatshop movement worldwide. At a university forum on the issue held in January there was substantial debate over exactly what constitutes a living wage and at what level a wage standard backfires on developing nations by out pricing the local labour and becoming a form of protectionism for the North American garment industry.

JAMMIN' JUNO



New Juno Award-winner Lazarus John-Finn, a U of T political science student, entertains an appreciative audience of his classmates last week. John-Finn and his band, Lazo, won best reggae band at this year's Juno Award ceremony honouring the best in Canadian music.

DAVID STREET

Glaucoma Damages Brain

BY STEVEN DE SOUSA

IT APPEARS THERE'S MORE TO glaucoma than meets the eye. According to a U of T-led study published in the *Archives of Ophthalmology*, the disease associated with blindness affects not only the eyes but the entire visual system, including the brain.

Current treatments for glaucoma — a degenerative disease believed to be caused by the death of nerve cells at the back of the eye — rely on eye drops or surgery to lower ocular pressure either by suppressing the formation of fluid or improving drainage from the eye.

"Our study shows for the first time that in glaucoma there is also

a loss of specific nerve cells in the brain that control our ability to see colour and motion," said Professor Yeni Yucel, director of the ophthalmic pathology laboratory in the department of ophthalmology, lead author of the study. "The concept that glaucoma is a neurodegenerative disease affecting also the major vision centres in the brain is a major breakthrough in the understanding of this disease."

Dr. Neeru Gupta of ophthalmology and director of the glaucoma unit at St. Michael's Hospital, and the study's co-author, said that "this discovery really gives patients new hope because we can now focus on additional innovative treatment strategies similar to those aimed at Alzheimer's

and Parkinson's patients."

Using three-dimensional computer reconstruction, the team of researchers counted the total number of nerve cells in brain tissue samples of experimental glaucoma and healthy controls. They found that 40 per cent of the nerve cells — both in the eye and in the brain — in the experimental group were destroyed by the glaucoma, with greater losses occurring in the moderate to advanced stages of the disease.

According to the researchers, future studies will be directed at understanding why these nerve cells die.

Glaucoma is a leading cause of blindness and affects 67 million people worldwide.

Honorary Degree Recipients Announced

BY SUE TOYE

FROM CANADIAN MUSIC LEGEND Stompin' Tom Connors to Ontario's 26th lieutenant-governor, Hilary Weston, U of T's 195th convocation in June will pay homage to the vast array of talents of its 19 distinguished honorary degree recipients.

The honorees, which also



Hilary Weston

include linguistic and social and political theorist Noam Chomsky and cultural identity theorist Edward Said, were chosen last September by the committee for honorary degrees from a list of nominations submitted by a broad range of constituencies including student groups, faculty members and alumni.

Factors considered when choosing degree recipients include an affiliation with U of T or contributions made to a discipline and/or society at large.

The following honorary degree recipients will receive their honorary degrees in June:

Noam Chomsky, linguistics professor at the Massachusetts Institute of Technology (honorary doctor of laws, Monday, June 5 at 2:30 p.m.).

Justice Louise Arbour (honorary doctor of laws, Tuesday, June 20 at 2:30 p.m.).

Edward Said, English and comparative literature professor at Columbia University (honorary doctor of letters, Tuesday, June 6 at

2:30 p.m.).

Charles Bronfman, business leader and philanthropist (honorary doctor of laws, Tuesday, June 13 at 10:00 a.m.).

Hilary Weston, Ontario's 26th lieutenant-governor (honorary doctor of laws, Tuesday, June 13 at 2:30 p.m.).

Bob White, former president of the Canadian Labour Congress (honorary doctor of laws, Wednesday, June 14 at 2:30 p.m.).

Singer/songwriter Stompin' Tom Connors (honorary doctor of laws, Monday, June 19 at 2:30 p.m.).

Pierre Lassonde, president and co-chief executive officer, Franco-Nevada Mining Corp. Ltd. (honorary doctor of engineering, Wednesday, June 7 at 10:00 a.m.).

Gedas Sakus, former president, Nortel Technology (honorary doctor of laws, Wednesday, June 7 at 10:00 a.m.).

Daniel Hill, public servant and former director and chair of the Ontario Human Rights Commission (honorary doctor of laws,

Thursday, June 8 at 2:30 p.m.).

E. Annie Proulx, novelist (honorary doctor of letters Monday, June 12 at 2:30 p.m.).

Donald MacDonald, public servant and chair of the Canadian Council for Public-Private Partnerships (honorary doctor of laws, Thursday, June 15 at 10:00 a.m.).

Michael Spence, former dean, Graduate School of Business, Stanford University (honorary doctor of laws, Thursday, June 15 at 2:30 p.m.).

Dr. Henry Friesen, president of the Medical Research Council of Canada (honorary doctor of science, Friday, June 16 at 2:30 p.m.).

Dr. John B. Macdonald, professor emeritus of the Faculty of Dentistry (honorary doctor of science, Friday, June 16 at 2:30 p.m.).

Paul Davenport, president and vice-chancellor, University of Western Ontario (honorary doctor of laws, Monday, June 19 at 10:00 a.m.).

Father Owen Lee, professor emeritus of the department of

classics (honorary doctor of laws, Monday, June 19 at 2:30 p.m.).

Lionel Schipper, president, Schipper Enterprises (honorary doctor of laws, Tuesday, June 20 at 2:30 p.m.).

Paul Weiler, professor of law, Harvard University (honorary doctor of laws, Tuesday, June 20 at 2:30 p.m.).

Honorary degree recipients confirmed for fall convocation are Julia Kristeva, Ydessa Hendeles and Per-Ingvar Branemark.

The following have accepted the university's offer of an honorary degree: Supreme Court Justice Aharon Barak; Dr. Patricia Benner; Governor General Adrienne Clarkson; Margo Coleman; Matthew Coon Come; David Cronenberg; John Dimond; Dr. Barbara Drinkwater; Diane Dupuy; Mahmoud Fathalla; Howard Gardner; Julie Payette; Peter Russell; Thomas Simpson; Francis Sparshott; Dr. Gayatri Chakravorty Spivak; Joseph Stiglitz; and Dr. Emöke Szathmari.

Hart House Happenings

7 Hart House Circle • www.utoronto.ca/harthouse

SPECIAL EVENTS Call 978-2452

It's Hart House Concert time...

Hart House Singers Concert "The Prospect of Paradise", Sun. Mar. 26 at 8pm in the Great Hall.

Chamber Strings Concert conducted by Fabia Mastrangela, Mon. Mar. 27 at 8 p.m. In the Great Hall. Reception following.

Jazz Ensemble performs at Mississauga Campus, Tue. Mar. 28 at 9pm in the Blind Duck Pub. Josh Grossman conducts this big band, featuring swing, funk, bop and Latin jazz. All welcome.

Hart House Orchestra's Spring Concert conducted by Erol Gay and Ann Cooper Gay, Thurs. Mar. 30 at 8pm in the Great Hall. Free. All welcome.

Symphonic Band Concert conducted by Keith Reid, and featuring Graham Hargrave on the xylophone, Sat., Apr. 1, at 8 p.m., Great Hall. Refreshments following.

Chorus Concert - Sun. Apr. 2 at 3pm in the Great Hall.

Mystery Evening - "Who Killed Christopher Marlowe?", Fri. Apr. 28 at 7pm. Advance tickets purchased before Mar. 19 are \$22 for students and \$30 for senior members. After Mar. 19, \$29 and \$40. Purchase tickets at Membership Services Office, 978-2447.

ART Call 978-8398

The Justina M. Barnicke Gallery - Exhibition of the Camera Club and Art Competition winners. Runs to Sun. Apr. 9.

Arbor Room - "headbones:portraits", an exhibition by kristi-ly green. Runs to Sat. Apr. 29.

LIBRARY Call 978-5362

Writuals Literary Pub celebrates Pagitica, Toronto's newest literary magazine with readings and an open stage. Come out and read! Wed. Mar. 29 from 8:30-11pm in the Arbor Room. Call 978-5362 for more information.

Reading Series - Poets, Nancy Bullis, Mary Ellen Csamer, and Calleen Flood, read from their works on Thurs. Mar. 30 at 7:30pm in the Hart House Library. Free. All welcome.

MUSIC Call 978-2452 - All concerts are FREE!

Midday Masals - Pianist, Maki Iaska and violinist, Catherine Sulem, perform on Thurs. Mar. 30 at 12noon in the Music Room.

Open Stage with host, Philamene Hoffman, Thurs. Mar. 30 from 8-11pm in the Arbor Room. Sign up at 7:30pm. Come out and play! Licensed. No cover.

Jazz at Oscars - The Hart House Jazz Ensemble, Fri. Mar. 31 at 8:30pm in the Arbor Room. Licensed. No cover.

Spring Recital Series - Violinist, Marc Benzekri performs on Tue. Apr. 4 at 8pm in the Music Room.

ATHLETICS - CALL 978-2447

Student Lockers may be renewed for the summer, starting Mon. Apr. 10.

New Spring/Summer Athletic Guide will be published by mid-April.

For Free Drop-In Fitness Schedules, see our Website:

www.utoronto.ca/harthouse

HART HOUSE

UNIVERSITY OF TORONTO

Funding Slammed

~ Continued From Page 1 ~

with the ones [the ministry] has chosen," said Provost Adel Sedra.

The difference in employment rates among universities is marginal, he said, and therefore the utility of such an indicator is questionable. Sedra suggested that the quality of students a university attracts, the research performance of an institution and university performance in

graduate education would be among better indicators to truly measure performance.

Prichard and other university presidents will be meeting with Cunningham shortly to restate the problems faced if funding for Ontario universities continues to lag behind the demand for admission, he said.

"The University of Toronto is

committed to making a major contribution to the expansion but we cannot do this without adequate new support. I plan to reiterate my growing concern to the minister at the earliest possible moment and to urge her to lead the government towards a policy position more likely to meet the legitimate needs of our students."

With files from Cheryl Sullivan and Jane Stirling

Open Space Gets Go-Ahead

~ Continued From Page 1 ~

Matthews, planning and development officer for campus revitalization. "We have one of the finest clusters of buildings in the country and we have a responsibility to not let the heritage open spaces around them deteriorate. They give the university its special character and play a significant role in campus life."

However, before any plans can proceed, the administration will have to resolve whether or not people should park their cars around King's College Circle, as they do now, or under the back campus as some have proposed.

"This decision has to be made before the design team comes on board," said Matthews, who believes the current parking situation on King's College Circle mars "the beauty and grace of the area."

City bylaws state the university must make available approximately 1,900 to 2,100 parking spaces.

With the exception of the St. George Street renovation project completed in 1996, this is the first collective action on the part of the

university to improve the grounds of the campus since they were first laid out in 1827. This initial \$2.5 million will be combined with a \$1.5 million fundraising drive from alumni and other sources.

Students Design Web Sites

PEOPLE WANTING TO SEE HOW GREEN THE CAMPUS MIGHT LOOK in the future may find what they need at the open space plan Web site (see On the Internet featured site), thanks to a new U of T initiative.

The open space site, designed by art history student Duncan Hill and colleague Kimiko Renaud in collaboration with open space co-ordinator Judy Matthews, is the first success for "the syndicate," a group of talented U of T students who provide low-cost design help to departments and individuals wanting to enhance their online presence.

The initiative, launched by U of T's office of Web and information services, is not meant to replace free design support available from many campus offices. Instead, it provides a design alternative which sees funds going to U of T students rather than to commercial firms, said Bruce Rolston, manager of Web and information services.

UNIVERSITY OF TORONTO BOOKSTORE SERIES

April 4th

Our annual spring fling



A night of poetry to kick off National Poetry Month with readings by

**George Elliott Clarke
Nancy Dembowski
Susan Musgrave &
Christopher Wiseman**

Tuesday, April 4th, 7:30pm. Free.

George Ignatieff Theatre, 15 Devonshire Place.

April 8th



Today poets will be gathering all across the country in a poetry marathon at 3pm. Please join us as we celebrate with readings by

**Lien Chao, Robert Priest
Francis Sparshott, Sharon
Thesen & Patricia Young**

Saturday, April 8th 3pm. Free.

U of T Bookstore, 214 College St.

April 10th

New fiction
from hot
literary talent



**Michael Collins
Bill Gaston &
A.L. Kennedy**

This night explores the craft of writing in fiction with the latest novels by Scottish writer A.L. Kennedy, reading from Everything You Need; Irish writer Michael Collins reading from The Keepers of Truth, and Canadian Bill Gaston who reads from his new novel The Good Body.

Monday, April 10th, 7:30pm. Free.

Hart House Library, 7 Hart House Circle, 2nd floor
co-sponsored by the Hart House Library Committee

April 13th

**Edna O'Brien
& Helen
Humphreys**

An exciting event with Irish writer Edna O'Brien, reading from her new novel, Wild Decembers, and Canadian Helen Humphreys, reading from her new novel Afterimage.

Thursday, April 13th, 7:30pm. Free.

In the Great Hall of Hart House,
7 Hart House Circle, 1st floor

co-sponsored by the Hart House Library Committee

April 17th

And now for something
completely different....an
evening with:



**Michael
Palin**

Join the former Monty Python member and best-selling travel writer, as he explores his obsession with the world of Ernest Hemingway in his new book, Michael Palin's Hemingway Adventure.

Monday, April 17th, 7:30pm. Free.

Medical Sciences Auditorium, 1 King's College Circle

April 27th

OUTPOST
The Traveller's Journal

From the heat of the desert
to the cold of the Arctic

**Bill Hess &
Bruce Kirkby**



Outpost Magazine and the U of T Bookstore present an exciting travel night with two slide shows of stunning photography by Bill Hess, author of The Gift of the Whale, which follows the Inupiat Eskimos on their annual bowhead hunt, and Bruce Kirkby who crosses the Empty Quarter of Arabia's great southern desert by camel, in his new book Sand Dance.

Thursday, April 27th, 7:30pm, \$2 at the door

Medical Sciences Auditorium, 1 King's College Circle

University of Toronto Bookstore • 214 College St. • Mon-Fri 8:45-6 • Sat 10-5 • Sun 12-5

Call 978-7908 or 978-7989 for events information. The authors' books will be for sale at all

The Heavens Help Solve Crime on Earth

BY JANET WONG

LOOKING TO THE STARS IS becoming quite a lucrative sideline for some U of T astronomy students, particularly when it comes to finding the answers that lawyers and insurance companies seek.

Operating out of the Graduate Astronomy Students Association (GASA), Sun Angles is a student-run program that provides precise times and measurements on everything from the exact location of the sun during a particular time of day to the exact start of a new moon.

This information is needed, said GASA treasurer Tracy Webb, to piece together traffic accidents or support — or undermine — witness evidence in courts. If, for example, people claim they were unable to see a vehicle because the sun was in their eyes, insurance companies need to determine if this is true. Based on factors such as the angle of the Earth, the time of day and weather conditions, Webb, a PhD student, can calculate the angle of the sun's rays and their

brightness.

Conversely, Sun Angles has also been called upon to determine the lack of light on a given night. The office has received calls from criminal lawyers seeking calculations on how dark the evening was during a crime. The testimony of a witness or defendant might be called into question if it was too dark to definitively identify a suspect.

Webb recalls a case where one man was charged with murder for shooting another man while hunting. In that case, the defendant claimed he shot the deceased accidentally while aiming for an animal. Sun Angles was able to provide detailed calculations on just how much light was available when the man fired the shotgun. As a result, it was found that the defendant had fired long past the legal and safe hour to discharge a shotgun. The man later pleaded guilty to manslaughter.

According to Wayne Barkhouse, president of GASA and a PhD student specializing in galaxy clusters, the whole notion of using information about the cosmos here on Earth started back in the early

1970s. Today the services at Sun Angles are also used by religious groups; observance for some religious holidays begins with the rise of a new moon or the setting of a full moon and exact times for these phases are required.

The office also gets calls about possible UFO sightings. After investigation, it generally turns out to be Venus or some other bright planet going through its regular orbit, Barkhouse and Webb said. Most planets and stars tend to have a defined period when they are more visible to the Earth-bound than at other times of the year.

Sun Angles employs graduate astronomy students for two-year stretches. Webb, who has been with Sun Angles for two years, works with fellow student Mark Brodwin. They generally charge \$60 for an analysis, which can take up to two hours to complete. That charge may lower or increase depending on the level of calculations and analysis needed. Of the \$60, the bulk goes to the student who made the calculations while the rest goes into the GASA pot for student events and functions.

Stem Cells Offer Hope

~ Continued From Page 1 ~

eye but proliferate once they are removed," said co-author Roderick McInnes, the Anne and Max Tannenbaum Chair in Molecular Medicine at the Hospital for Sick Children and U of T.

While finding that elusive inhibitory factor would be ideal, researchers say other methods can be explored. "If we can't find a way to relieve the inhibitory factors in the real eye then an alternative would be to

remove and culture the cells, make the right tissue type that's missing and then put them back," added Tropepe. "We now need to determine if these cells are completely committed to producing their own tissue or if they can be convinced to make other tissue types needed to make a new retina."

The finding is expected to go a long way towards treating eye injuries, but it comes too late for Brian Berard, the Toronto Maple Leafs defenceman whose retina

was severely damaged by a wayward hockey stick during a game against the Ottawa Senators earlier this month.

"In principle it may be possible to regrow retinas in people with traumatic eye injuries," said Tropepe, who conducted the research as part of his thesis on characterizing neural stem cells during development of the brain. "But we're years away from experimenting on humans."

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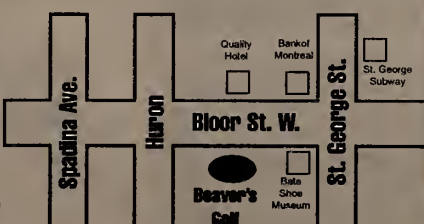
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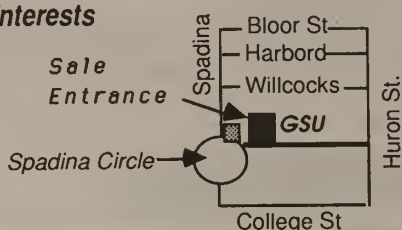
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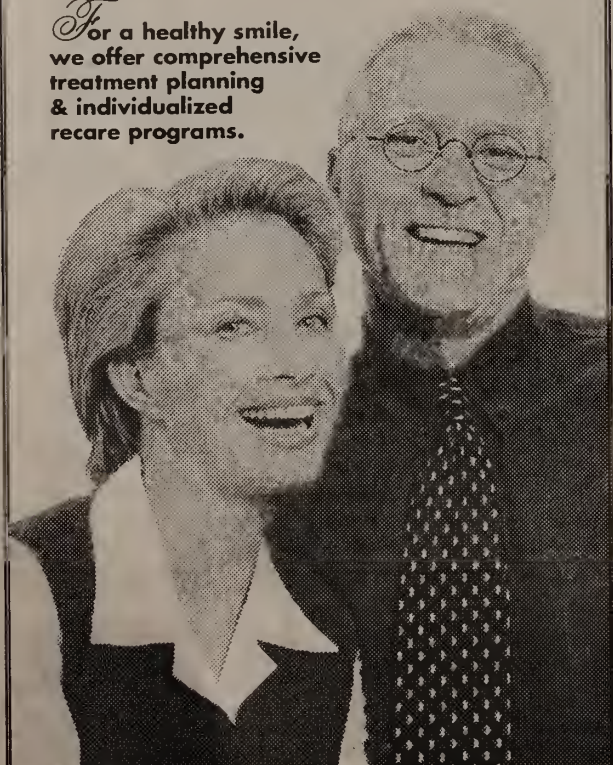
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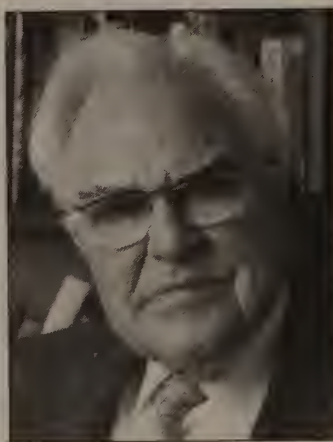
IN MEMORIAM

Smith Was a Man of Faith and Vision

PROFESSOR EMERITUS WILFRED Cantwell Smith, a senior research associate at Trinity College since 1985, died of natural causes in Toronto Feb. 7. He was 83 years old.

An internationally renowned scholar and contributor to interfaith dialogue and the comparative study of religion, Smith was born in Toronto and attended Upper Canada College before graduating from U of T in 1939 with a BA in oriental languages. He went on to study at the University of Cambridge and spent several years in India before completing his PhD at Princeton University after the war.

Smith then joined the faculty at McGill University in 1949 where he taught until 1963. While he was at McGill he established the Institute of Islamic Studies, basing it on a new approach to inter-religious scholarship whereby he recruited Muslim scholars and students, involving them in a joint venture of scholarship formerly carried on largely by Western orientalists. In 1964 he moved to Harvard University to assume the directorship of the Centre for the Study of World Religions at Harvard University, a project he'd been involved in planning. Smith then accepted an invitation from Dalhousie University in 1973 to



establish the department of comparative religion, returning to Harvard in 1978 to oversee the development of a program in religion within the Faculty of Arts and Sciences. He was appointed professor emeritus of comparative religion on his retirement in 1984, returning to Toronto in 1985 where he was appointed a senior research associate in the Faculty of Divinity at Trinity College, a post he held until quite recently.

The author of a dozen books and numerous articles, Smith won over many to the view that religion is best understood as the living, vital faith of individuals rather than as an abstract set of ideas and doctrines. In addressing Christian theological approaches to other world religions,

Smith argued as early as 1960 that instead of making exclusive claims to truth and salvation, Christians have a moral duty to respect the identity of others. Two decades later the issue of religious pluralism became central to theological studies as reflected in the positive response to *Towards a World Theology*, published in 1981.

Smith was also fascinated with the processes of change in institutions and in ideas. In *The Meaning and End of Religion* (1963), regarded by many as his most important book, he explained that the term "religion" did not have a plural, nor mean a system of doctrine until the 17th century. Before that "religion" meant the quality of trusting piety that Smith saw as present in the lives of participants in various traditions.

"He'll continue to be read for decades to come. He was responsible for laying the ground for what you do about plurality of religions; he's had a huge influence on people in Islamic and Christian theology," said Professor Emeritus Willard Oxtoby of East Asian studies, a colleague and friend. "He was a true intellectual. He derived genuine delight in learning and probing and analyzing. You always felt you were spurred to think yourself when you were in the presence of this probing mind."

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The 2000 Faculty of Arts and Science Outstanding Teaching and Staff Awards were presented March 8. The humanities, social sciences and science each receive two awards, recognizing excellence and innovation in teaching. The staff awards were established last year, signifying the important role administrative and technical staff play in fulfilling the academic mission. Three prizes are awarded each year. Back row, left to right: Dean Behrens, sociology; Nancy Dengler, botany; Carl Amrhein, dean of arts and science; Deitrich Burbulla, mathematics; Michael Donnelly, political science. Centre: Laura Kerr, Dean's Outstanding Administrative Service Award. Front row, left to right: Pia Kleber, University College drama program; John DiMarco, Dean's Outstanding Technical Service Award, computer science; Marie Bachtis, Dean's Outstanding Student Life Award, mathematics; David Wilson, Celtic studies, history, St. Michael's College.

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Jacob Bronowski Memorial Lecture

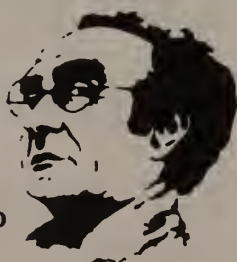
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DR. URSULA FRANKLIN C.C. FRSC has taught Metallurgy & Materials Science at
the University of Toronto for more than two decades. In addition to her research
into the structure of modern and ancient materials, Dr. Franklin has published
extensively in the area of the social impact of science and technology.

The Bulletin

invites readers to submit information regarding
awards and honours as well as death notices of
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background information as possible and
in the case of obituaries,
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CREATIVE COLLABORATION

A zoology professor's work with students extends far beyond the lab — designing games and writing songs for children

By AILSA FERGUSON

DAN O'DAY BELIEVES IN serendipity, those happy accidents that can happen in life — in his case somewhat unusual educational projects proposed by his students. "But," he says, "you have to look at it in the right way. It only comes to you if you've got your eyes open."

A professor of zoology at U of T at Mississauga since 1971, O'Day also recognizes that the philosophy and environment of Erindale and his department create a climate conducive to student-professor interaction. When the campus opened, O'Day explains, in biology "our desire was to be there for the students and to work at the campus, this was our place and our department encouraged us, welcomed us, to do both — be part of the department and stay on our own campus and it's worked well."

Nonetheless when Roman Romaniuk, a former graduate student, came to O'Day with an idea for a DNA game, he was both surprised and delighted. "I found it thrilling that a student would come and share an idea of something that's important to him," he says. Two years in the making and produced in 1995, Codon, a dice game that teaches DNA sequencing, and its spin-off card game Gene Rummy, was a challenge to design and produce. But in the end both games sold quite well. "I'm proud of what I did in helping to bring Codon to market but I know it would never have happened without Roman coming in with the initial game idea."

When it comes to O'Day's latest venture, writing music and songs for an exercise video for preschoolers, the timing couldn't have been better, he says. He'd been playing guitar and writing songs since he was 14 and had been thinking lately about putting a recording together for his grown-up daughter.



In a happy twist of fate, he teamed up with fellow guitar player, Mike Myer, a graduate student of his whose wife was working on an exercise video for two- to six-year-olds for the Peel Heart Health Network. "They needed some songs, so I sat down and started to write and that was it."

Together Myra, Mike & Dan, as the newly formed band is called, came up with six original songs for the video. "They're fresh, they're upbeat and they're fun," O'Day says. "We've got everything from rap to folk." Distributed to day care centres

also publishes books, games, teaching kits, posters and videos. "I'm not getting rich," he says with a chuckle. "Publishing educational material in Canada has to be a labour of love." The proceeds from sales, he says, go to providing more and more free information on Trilobyte's Web site — www.successatschool.com — and to keep it going.

It goes without saying that O'Day isn't at loss for things to do, far from it, but you can be sure that if another student comes to him with an interesting idea, he'll have his eyes wide open.

and libraries in the Peel Region the video, Workout With Ticker for a Healthy Heart, is designed to promote physical fitness at an early age. The video was such a success, O'Day says with a smile, "and we worked so well as a group, we decided to write another seven songs as a second exercise set." The CD, Monkey's Don't Wear Shoes (or Cowboy Boots), followed about six months later in the summer of 1999.

The CD is produced by Trilobyte Press & Multimedia, a publishing company O'Day started in 1990. Its name is another gift from former graduate student, Pete Lewis, who had organized a scientific group called the Trylobyte Society. When he moved on, O'Day asked him if he could use Trilobyte as the name for his company. "It's spelled b-y-t-e bringing it into the technological age and trilobites are the oldest living fossil and so it was the past and the new." Lewis gladly gave O'Day permission and even sent him a little trilobite fossil, "just to confirm," O'Day recalls.

O'Day's goal when he started the press was to provide educational materials and guidance for students, "to give them the skills for success," he says. Now the press has diversified and boasts over three dozen booklets covering a broad range of topics of interest not only to students but to parents and families as well. It

SUSAN KING



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The membership of the Academic Board should reflect the diversity of the University.
Nominations are, therefore, encouraged of a wide variety of individuals.

* Professor Brian Corman was elected to the Governing Council. His seat on the Academic Board with one year left in its term is, therefore, vacant.

Nominees from departments from which there is a current member of the Board will not be eligible. These departments include Chemistry, Classics, Economics, French, History, Italian, Linguistics, Mathematics, Philosophy, Physics, Slavic, Statistics and Zoology.



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BOOKS



Early Canadian Printing: A Supplement to Marie Tremain's A Bibliography of Canadian Imprints, 1751-1800, by Patricia Fleming and Sandra Alston (U of T Press; 652 pages; \$125). An analytical bibliography of previously unrecorded 18th-century Canadian imprints, this work is a source for the study of print culture in the Maritimes, Quebec and Ontario. The appendix provides a transcription of the accounts for more than 30 years of book and job printing from Brown/Neilson in Quebec City, the most extensive collection of business records left by an early Canadian print shop.

Mining for Light, by John Reibetanz (Brick Books; 112 pages; \$14). The cover of this new collection features a haunting painting by Ontario artist Robert Kemp of a tarpaper-covered house on an icy moonlit night. Only the warm rose colour in the windows suggests that those windows are one place where one might go mining for the sun. As the author engages in his quest for creative fire — the light that sustains the spirit through change and loss — the poems lay claim in other places: the love of parent and children, the attentiveness of rural and aboriginal life to the earth's rhythms, the surprising, overlooked persistence of the "firedance" amid the routine pursuits of the modern city.

Through Naked Branches: Selected Poems of Tarjei Vesaas, translated and edited by Roger Greenwald (Princeton University Press; 184 pages; \$35 US cloth, \$12.95 US paper). Tarjei Vesaas (1897-1970), one of the giants of 20th-century Scandinavian literature, published over 25 volumes of fiction and six collections of poetry. This selection contains 46 poems with the Norwegian texts facing English verse and an appendix offers excerpts from Vesaas' writings about himself and his work, brief endnotes and an index to the Norwegian titles.

Cognitive-Behavioral Treatment of Irritable Bowel Syndrome: The Brain-Gut Connection, by Brenda B. Toner, Zindel V. Segal, Shelagh D. Emmott and David Myran (Guilford Publications, Inc.; 200 pages; \$30 US). Irritable bowel syndrome is the most common functional gastrointestinal disorder, causing pain, discomfort and embarrassment to millions. This book presents a brief cognitive-behavioural treatment approach suitable for use with individuals or groups. Delineating a clear medical rationale, the book helps clinicians to both reduce the stigma associated with IBS and overcome client resistance to psychological treatment.



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Professor Jentleson is a leading expert on a wide range of issues of American foreign policy, including the Middle East. He currently serves as a foreign policy advisor to Vice President Gore, and previously was on the State Department Policy Planning Staff as Special Assistant to the Director and in 1987-88 served as a foreign policy advisor to then Senator Gore. He was a member of the U.S. delegation to the Middle East Multilateral Arms Control and Regional Security Talks (ACRS).

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Public institutions pressure scholars to find "matching funds" for research but fail to prevent contracts that compromise the search for truth

By JOHN FUREDY

THE PUBLIC INTEREST AND INTERPERSONAL conflict aspects of the controversy over the testing of deferiprone, a drug used to treat the blood disorder thalassemia, have been well covered in the *National Post* and other papers (see, for instance, the exchange between Neil Seeman and Dr. Nancy Olivieri, *Financial Post*, Jan. 11, *National Post*, Jan. 20, *The Toronto Star*, Jan. 8). But the dimension of institutional responsibilities in the making of research contracts has received little attention. In contrast to drug companies, which are focused on profit making (within a legal framework), hospitals, universities and research councils are regarded as having wider societal responsibilities for transparency in research. In pressing medical researchers to obtain supplementary or "matching" funds from drug companies and private enterprises, these institutions appear to have become neglectful of their societal responsibilities.

A hospital has the primary aim of caring for patients. To the extent that a hospital is also engaged in medical research, however, it has to provide freedom for researchers to discuss their findings openly, especially when there are questions about the possible effects on patients. Insofar as contracts like the ones signed by Dr. Olivieri in 1993 — in which she promised that she would "not submit any information for publication without the prior written approval of Apotex" and undertook to "not disclose or publish any information or knowledge to third parties ... without the approval of Apotex" — interfere with this freedom, a hospital should actively discourage its researchers from signing such contracts, no matter what the financial benefits may be both for the researcher and the hospital. There is no evidence that the Hospital for Sick Children has such a policy of active discouragement, or that it is even contemplating such a policy as a result of the experience with the deferiprone research.

The primary aim of universities is the search for truth. This requires transparency of research results and the discussion of them. Contracts that are negotiated through the University of



Toronto are checked within the university and to my knowledge no undertaking not to publish such as Dr. Olivieri signed has been allowed. However, cross-appointees like Dr. Olivieri, who have their main appointment in a hospital, can and do negotiate contracts without having them vetted by the university's administration.

Contracts like those signed by Dr. Olivieri are clearly incompatible with the university's mission. This suggests that universities have an obligation to actively discourage such contracts among its cross-appointees, even if they cannot be responsible for monitoring each of those contracts. U of T has not shown

any visible interest in instituting such an active-discouragement policy for its cross-appointees, either before or after the deferiprone case broke. Could this be because such a policy might reduce the number of research/evaluation contracts awarded to its cross-appointed medical researchers?

A third institutional player is government-funded research councils, in this case the Medical Research Council (MRC). They also have as their primary obligation the search for truth. MRC sponsored Dr. Olivieri's research and therefore was a "partner" with Apotex. Hence MRC was directly involved with the signing of the 1993 research and consultancy contracts. Dr. Doreen Kimura, president of the Society for Academic Freedom and Scholarship, wrote twice to MRC (in December 1998 and February 1999) expressing the view that the council was remiss not only by not monitoring contracts like those signed by Dr. Olivieri but also by not committing to such monitoring in the future. Although the council did reply to Dr. Kimura, it did not take any responsibility for its grantees signing such contracts in the past, nor did it give any assurance that MRC would do anything to prevent future contracts that limited the right to publish in the future.

Accordingly, it appears that Canadian tax-supported institutions like hospitals, universities and granting agencies are in poor shape in terms of how they deal with drug research. They are keen enough when it comes to putting pressure on researchers to acquire "matching funds" but seem

lackadaisical when it comes to ensuring that those funds are not obtained at the price of contracts that interfere with the free dissemination of differing expert opinions.

John J. Furedy is a professor of psychology, who holds a cross appointment at the Center for Brain Research, Ege University, Turkey. His interests include the nature of interdisciplinary research and the evaluation of purportedly science-based applications like biofeedback and lie detection.

MAREK CIEZKIEWICZ



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CONSIDER COSTS OF "USEFUL PURSUITS"

Being retired from the university — and from the Faculty of Architecture, Landscape, and Design — I am not personally affected by the direction taken by the university. It is as a citizen that I support the views of Professor Albert Pietersma and others (Paring Our Intellectual Core, Forum, Feb. 14; University's central mission undermined, Letters, March 13).

The mission of a university is not primarily to train people for jobs but to educated them to be productive members of society. Other institutions or industry can provide training and that the university may do so is incidental. I had assumed until now that a university graduate was better prepared for a profession or business because of an education that expanded the thought process beyond the linear and encouraged inquiry. This was the function of studies in the humanities. Reducing the humanities does not serve the professions well either — nor, in the long term, the simple job-seekers.

Apart from acts of commission, those of omission are equally important. It is not only a question of funding teaching in "useful

pursuits" that undercuts those that are perceived to be useless. Consider the effect of funding new university buildings (for useful pursuits, of course). The maintenance of these buildings and their equipment are not endowed and must be borne by the operating fund of the university (for eternity). Similarly there are costs attached to an endowed chair: the chair itself and other equipment, support staff and their comfort, for example. The operating budget, which must bear these costs, is finite. Being committed to "usefulness," the budget cuts inevitably are to the "useless" humanities — as has been the case for at least two decades.

I had always thought that the universities were the prime institutions that furthered our knowledge and nurtured our culture. It is regrettable that this is not longer their prime mission.

BLANCHE LEMCO VAN GINKEL
ARCHITECTURE, LANDSCAPE
AND DESIGN

SELF-SUFFICIENCY IN PHYSICIAN RESOURCES LONG-TERM GOAL

In the commentary on the process of "exceptional" specialty licensure for foreign-trained doctors, Dr. William Easton highlights many

of the issues that have led to, or compounded, the physician shortage we face today (In the Fast Lane, Nov. 8). This crisis issue was highlighted at the Canadian Medical Association general council meeting in August. It then formed the basis of a detailed report, with recommendations, presented by the Canadian Medical Forum — a group of presidents and chief executive officers of a number of Canadian medical organizations — at a meeting with ministers of health in November.

What is the solution? In the short term we may indeed have to rely on increased numbers of international medical graduates. However, in the medium to long term, the solution is to train more Canadian physicians.

The process proposed by the Federation of Medical Licensing Authorities of Canada has a laudable goal, that of providing a yardstick to evaluate the competencies of those international medical graduates who are recruited to practise medicine in Canada. In fact at its August meeting, the CMA's general council adopted a resolution supporting efforts to evaluate the competencies of international medical graduates prior to licensure in Canada. Importantly, however, the resolution adds that

this can only be done by applying equivalent standards to these physicians as those used for graduates of Canadian medical schools, so that the safety of the public is assured and high standards of care are maintained.

But, as Dr. Easton points out, at what cost do we do this? In another resolution adopted last August, the CMA affirmed that while international medical graduates are acknowledged as valued members of the Canadian medical community, permanent reliance on recruitment of international medical graduates is not acceptable as a solution to physician shortages in Canada. The CMA believes that Canada must aim for optimal self-sufficiency in physician resources and provide more opportunities for young Canadian to train in medicine.

HUGH SCULLY
PRESIDENT, CANADIAN MEDICAL
ASSOCIATION

NUMBER OF ADS FOR FOOT CARE CURIOUS

As a one-time practising epidemiologist, I am intrigued by the massive epidemic of foot disease at U of T. I investigated to see if this pedal disorder was associated with the oral cavity but could find no mention of such, aside from snide remarks on term papers. Without the benefit a government grant, I surveyed the Feb. 28 issue of *The Bulletin* and was delighted to find clear evidence of an epidemic. Six hundred and eighty-one and a half square centimetres of commercial advertising were on how readers could walk in comfort, cure knee, hip and back problems and take care of warts, after a foot orthosis. Only 230 square centimetres of print were devoted to alleviating eye or dental problems. Before rushing this information to the *Canadian Medical Association Journal*, a young member of my research team identified a significant vector of the disease: "Free consultation ... shoes and foot orthotics are covered by the U of T extended health plan ... we bill your extended health plan directly." An interesting causative factor?

CHARLES GODFREY
DEPARTMENT OF MEDICINE

ARGUMENTS TO NIX DEGREE QUESTIONABLE

U of T's plan to eliminate the three-year degree has undergone an amazing evolution over these last few months, which is obviously in direct response to some of the scathing criticism it has received.

Originally, in the provost's discussion paper on enrolment expansion, the plan was solely tied to the recently enacted reforms by the Ontario government in high school curriculum. In that paper it was declared that high school curriculum had suffered a "demise," that the three-year degree was "premised" on five years of high school and therefore that "the

credibility of the degree was now being called into question."

When I pointed out that 100 per cent of Ontario Academic Credit material was present in the new high school curriculum and that the three-year degree preceded the inauguration of the fifth year of high school by about 50 years, the proponents offered no apologies for misinforming the university community.

Even though these discoveries rendered their plan invalid, they continued in their dogged determination to nix the degree, claiming — without evidence — that the degree by itself didn't adequately foster a broad enough liberal arts education. Eventually, so-called "evidence" was alluded to that purportedly supported this new strategy.

At the academic policy and programs committee meeting Feb. 23, Dean Carl Amrhein of arts and science argued that there were an unspecified number of three-year grads who were unable to write essays or get jobs after graduating, so the degree had to go.

Even if his claim is correct, how can the three-year degree program be blamed? Obviously, with the number of writing labs and other resources available on campus, such individuals themselves could take the blame for not taking advantage the opportunities open to them.

And if there are some three-year grads who can't find jobs upon graduating, then a multitude of other possible factors — from unrealistic expectations to poor resume, interview or job-research skills — have to be considered and eliminated before any conclusion could be reached on the efficacy and practicality of the three-year degree.

Vice-Provost Carolyn Tuohy also presented "evidence" at the meeting in form of conclusions drawn by the curriculum renewal committee. That body concluded, apparently, that some students lacked writing, scientific and computer skills and Tuohy and others skillfully took the opportunity to ascribe these problems to the three-year degree for the first time. Linking these conclusions to the three-year degree gave this specious plan the verisimilitude of legitimacy.

But when I asked for copies of these documents, my letters went unanswered.

The plan to nix the three-year degree remains an arbitrary and arrogant measure under the guise of altruism. It has more to do with augmenting both already bulging coffers and the reputation of the university. Even with its present focus, this plan still lacks sufficient evidence and any shred of legitimacy. A legitimate need to eliminate the three-year degree still has not been demonstrated.

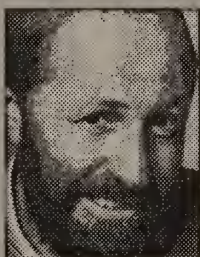
CHRIS TURNER
ALUMNUS

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

OTHER PEOPLE'S LIVES

LAST MONTH A WOMAN NAMED BETTY Lou Beets was executed by the state of Texas (George W. Bush, prop.). Ms. Beets was in bad odour with the authorities for shooting her fifth husband, Mr. Jimmy Don Beets, and burying him outside their trailer home. Investigators then found the remains of Ms. Beets' fourth husband buried nearby, also shot. It should



be noted that although charged with the murder of her fourth husband Ms. Beets was never actually tried. His death might well have been accidental. Even his burial might have been accidental, though that seems more of a stretch. Further circumstantial evidence against Ms. Beets includes a conviction for shooting (though not fatally) her second husband.

Why am I troubling you with this sordid little tale? It is not simply so I can point out that the late Mr. Beets' final earthly address was located near the cultural enclave of Gun Barrel City (if I could make up stuff like that I'd be writing blockbuster novels). I do not raise this unsavoury issue just so we can collectively imagine the fates of husbands one and three — though I'd be interested in hearing their stories if they've been spared. Maybe they ducked. Nor is it within the scope of this piece to tackle the issue of spousal abuse, as alleged by Ms. Beets' lawyers, or to debate the rights and wrongs of capital punishment. I'm not even going to discuss the "compassionate conservatism" of the governor of Texas (Home of the Fatal Injection).

What I'm getting at is that Ms. Beets is someone who — for whatever reason — shot at least two husbands and very probably a third. And my question to you is this: do you ever think that other people are leading more interesting lives than you?

Take Darva Conger, another American with a whimsical name. She entered a contest to marry a

millionaire and wound up on international television getting hitched to some guy she'd never met. Now she's lost her job and wishes she'd never entered the contest in the first place, but at least she's leading a more interesting life than most of us. Certainly me. I've never married anyone I didn't know, nor have I ever shot anyone I married. If that makes me a dull

guy, then I'm a dull guy.

But wait. There's hope for us dull people yet. There may be someone even duller. If Betty Lou Beets and Darva Conger represent people with interesting lives (and amusing names) step forward the former Mitch Maddox, that rare bird: a man from Texas who didn't get shot by Betty Lou Beets. Mr. Maddox has legally changed his name to DotComGuy. Perhaps he thought that if he gave himself a wacky name he'd become more interesting, mirroring my long-time observation that it's easier to get a hat than a personality. If it's worked, we can only wonder how stupefying dull he was to begin with.

Mr. Madd — sorry — Mr. DotComGuy is a 26-year-old computer nerd who has decided to stay indoors for a full year, doing every thing he needs to do online. His position is that we don't need to engage with the real world at all and he's set out to prove it. He has cameras trained upon him but he has made it clear that he will not wave to admirers. (Not only is he as dull as can be, but there are people out there with nothing better to do than send him e-mail, hoping he'll wave to them.) You will not be surprised to learn that there is no DotComGal — "He wishes," reports his Web site — but perhaps he'll find one on the Internet. Failing that, Darva Conger hopes to be single again soon.

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EVENTS



LECTURES

An Exceptional Painted Cave in the Ardeche (France): The Cauvet Cave.

WEDNESDAY, MARCH 29
Jean Clottes, Ministry of Culture, France. Lecture Theatre, Royal Ontario Museum. 6:30 p.m. *Archaeological Institute of America, Toronto Society*

A Drive to Know: The Glory and the Hell of Science, Reflections in Memory of Jacob Bronowski.

WEDNESDAY, MARCH 29
Prof. Em. Ursula Franklin, metallurgy and materials science; Jacob Bronowski memorial lecture. Wetmore Hall, New College. 7:30 p.m. *New College*

Being Reasonable About Rationing — Making Tough Decisions.

THURSDAY, MARCH 30
Rabbi Julia Neuberger, King's Fund, London, England; annual Alloway lecture. Room 113, Norman Urquhart Wing, Toronto General Hospital. 4 to 5:30 p.m. *Bioethics*

The British Liberal Tradition: From Gladstone Through the Young Churchill ... Is Blair Their Heir?

THURSDAY, MARCH 30
Rt. Hon. Lord Jenkins of Hillhead, Chancellor, University of Oxford; annual Keith Davey lecture. MacMillan Theatre, Edward Johnson Building. 4 p.m. *Victoria University*

Enantioselective Catalysis With Small and Large Molecules.

FRIDAY, MARCH 31
Prof. Carsten Bolm, Institut für Organische Chemie, RWTH-Aachen; Merck Frost lecture. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

The "Other Woman" in Dante's and Montale's Poetic Itineraries.

FRIDAY, MARCH 31
Prof. Rebecca West, University of Chicago. 1088 Sidney Smith Hall. 4 p.m. *Emilio Goggio Chair in Italian Studies*

Evolution in the Test Tube as a Means to Create Enantioselective Enzymes for Organic Synthesis.

MONDAY, APRIL 3
Prof. Manfred Reetz, Max-Planck-Institut für Kolenforschung; first of three A.R. Gordon distinguished lectures. 161 Lash Miller Chemical Laboratories. 4 p.m. *Chemistry*

Miracle From the Mountains: The Re-establishment of the University of Suleimani in Iraqi Kurdistan.

MONDAY, APRIL 3
Prof. Budd Hall, OISE/UT; slide presentation. 2-214 OISE/UT, 252 Bloor St. W. 4:30 to 6:30 p.m. *OISE/UT*

The Middle East in Search of Peace and Security: The Bilaterals and Beyond.

MONDAY, APRIL 3
Prof. Bruce Jentleson, Duke University; Heather Reisman and Gerald Schwartz distinguished lecture. Combination Room, Trinity College. 8 p.m. *Munk Centre for International Studies*

Black Women Teachers: The Racialization of the Teaching Profession.

MONDAY, APRIL 3
Donlana Mogadime, PhD candidate, OISE/UT; Popular Feminism series. 2-212 OISE/UT, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE/UT*

The Art of the Orchestral Librarian.

TUESDAY, APRIL 4
Marilyn Anthony Steiner, orchestral librarian and music proofreader. 330 Edward Johnson Building, Faculty of Music. Noon. *Music*

Contributions to Enantioselective Transition Metal Catalysis.

WEDNESDAY, APRIL 5
Prof. Manfred Reetz, Max-Planck-Institut für Kolenforschung; second of three A.R. Gordon distinguished lectures. 161 Lash Miller Chemical Laboratories. 4 p.m. *Chemistry*

Nanostructured Transition Metal and Metaloxide Colloids: Preparation and Application.

THURSDAY, APRIL 6
Prof. Manfred Reetz, Max-Planck-Institut für Kolenforschung; final A.R. Gordon distinguished lecture. 161 Lash Miller Chemical Laboratories. 4 p.m. *Chemistry*

What's So Funny About Lawyer Jokes?

THURSDAY, APRIL 6
Prof. Marc Galanter, University of Wisconsin Law School; Taking Stock: Challenge and Change in the Legal Profession series. Solarium, Falconer Hall, 84 Queen's Park. 5 to 7 p.m. *Law*

Fellini's Artistic Origins: The Birth of an auteur.

FRIDAY, APRIL 7
Prof. Peter Bondanella, Indiana University. Town Hall, Innis College. 4 p.m. *Emilio Goggio Chair in Italian Studies and Italian Cultural Institute of Toronto*

COLLOQUIA

The Use and Misuse of Laboratories in Science Education.

WEDNESDAY, MARCH 29
Derek Hodson, OISE/UT. 323 Old Victoria College, 91 Charles St. W. 4 p.m. *IHPST*

Perceived Continuity in Space and Time: Implications for Attention and Perceptual Organization.

WEDNESDAY, MARCH 29
Prof. Steve Yantis, Johns Hopkins University. 2110 Sidney Smith Hall. 4 p.m. *Psychology*

The Origin and Early Development of Computing at the University of Toronto.

WEDNESDAY, APRIL 5
Prof. Em. Calvin Gottlieb, electrical and computer engineering. 323 Old Victoria College, 91 Charles St. W. 4 p.m. *IHPST*

The Machine in the Ghost.

WEDNESDAY, APRIL 5
Prof. John Bargh, New York University. 2110 Sidney Smith Hall. 4 p.m. *Psychology*

Two Left Turns Make a Right: On the Curious Political Career of North American Philosophy at Mid-Century.

THURSDAY, APRIL 6
Prof. Don Howard, University of Notre Dame. 179 University College. 4 p.m. *Philosophy*

Accelerator Physics at 10⁻⁹ GeV.

THURSDAY, APRIL 6
Prof. Mark Raizen, University of Texas at Austin. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*



SEMINARS

Compartment Boundaries in Tissue Organization.

TUESDAY, MARCH 28
Dr. Christian Dahmann, University of Zurich. 968 Mt. Sinai Hospital. 2 p.m. *Samuel Lunenfeld Research Institute*

Intercellular Communication and the Establishment of Axial Polarity During Drosophila Development.

THURSDAY, MARCH 30
Dr. Laura Nilson, Princeton University. 968 Mt. Sinai Hospital. Noon. *Samuel Lunenfeld Research Institute*

Astrocyte-Induced Synaptic Modulation.

THURSDAY, MARCH 30
Dr. Philip Haydon, Iowa State University. 2172 Medical Sciences Building. 4 p.m. *Physiology*

Risky Sex in Fishes.

FRIDAY, MARCH 31
Prof. Jean-Guy Godin, Mt. Allison University. 3127 South Building, U of T at Mississauga. Noon. *Erindale Biology*

From France With Love ... and Hate: Representing America in Paris After World War II.

FRIDAY, MARCH 31
Prof. Serge Guilbault, University of British Columbia. 235 Northrop Frye Hall, Victoria University. 2 to 4 p.m. *Study of the United States*

Data Construction and the Emergence of Logistic Services.

FRIDAY, MARCH 31
Lawrence McKeown, visiting scholar, geography. 2125 Sidney Smith Hall. 4 p.m. *Geography*

Yeast Transcriptomes and the Pleiotropic Drug Resistance Phenomenon.

MONDAY, APRIL 3
Dr. Claude Jacq, Ecole Normale Supérieure, France. 114 Best Institute, 112 College St. 3 p.m. *BDDMR*

The Social and Political Implications of China's WTO Membership.

MONDAY, APRIL 3
Prof. Wang Shaoguang, University of Hong Kong. Koffler Institute for Pharmacy Management. 8 to 5 p.m. *Asia Pacific Studies*

Interpretation of the Arthritis Experience and Decision Making Regarding Treatment: Time, Age or Generational Effects?

TUESDAY, APRIL 4
Peri Ballantyne, public health sciences. Suite 105, 222 College St. Noon. *Human Development, Life Course & Aging*

Smoothing Techniques for Surveys.

TUESDAY, APRIL 4
James Stafford, public health sciences. Fields Institute, 222 College St. 4 p.m. *Fields Institute and Statistics*

A Comparison of Three Psychotherapeutic Interventions for Persons Living With HIV.

WEDNESDAY, APRIL 5
William Lancee, Mt. Sinai Hospital, and Julia Sen, counselling psychology, OISE/UT. 7-162 OISE/UT, 252 Bloor St. W. Noon to 1:30 p.m. *Adult Education, Community Development & Counselling Psychology, OISE/UT*

Novel Protein Recruitment Systems for the Analysis of Protein-Protein Interactions With Nuclear, Cytoplasmic and Membrane Proteins.

WEDNESDAY, APRIL 5
Dr. Ami Aronheim, Technion-Israel Institute of Technology. 968 Mt. Sinai Hospital. Noon. *Samuel Lunenfeld Research Institute*

Oxide-Supported Metals as Olefin Polymerization Catalysts.

WEDNESDAY, APRIL 5
Prof. Susannah Scott, University of Ottawa. 116 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Brain Drain and the Reorganization of Science in Bulgaria.

THURSDAY, APRIL 6
Raya Staikova, Bulgarian Academy of Sciences. 14352 Robarts Library. 10 a.m. to noon. *Russian & East European Studies*

Control of Axon Guidance and the Generation of Neuronal Diversity by LIM-Homeodomain Transcription Factors and LIM-Interacting Factors.

WEDNESDAY, APRIL 6
Dr. Donald van Meyel, Salk Institute for Biological Studies, La Jolla, Calif. 968 Mt. Sinai Hospital. 4 p.m. *Samuel Lunenfeld Research Institute*

Insights Into Integration in the CNS: Astrocytes, Dynamic Modulators of Synaptic Transmission.

THURSDAY, APRIL 6
Prof. Philip Haydon, Iowa State University. 2172 Medical Sciences Building. 4 p.m. *Physiology*

Division of Labour in Honey Bee Colonies: Behaviour, Brains and Genes.

FRIDAY, APRIL 7
Prof. Gene Robinson, University of Illinois. 3127 South Building, U of T at Mississauga. Noon. *Erindale Biology*

Civilizations in the Current Debate About Ukraine's Identity.

MONDAY, APRIL 10
Marko Bojceun, University of North London, U.K. 152 University College. 4 p.m. *Canadian Institute of Ukrainian Studies*

MEETINGS & CONFERENCES

50 Years of Indian Republic.

FRIDAY, MARCH 31 AND SATURDAY, APRIL 1
Sessions held at the Croft Chapter House, University College.

2000 Neil Graham Lecture

PROFESSOR WALTER KOHN

Department of Physics, University of California

Through a Glass Darkly, A Physicist Looks Into the Future

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EVENTS

FRIDAY, MARCH 31

Keynote address by Justice Ahmadi, former chief justice of the Supreme Court of India. 6 p.m.

SATURDAY, APRIL 1

Three Faces of Justice: The Enigma of the "Hindutva Cases," Prof. Gary Jacobsohn, Williams College; Tenacious Social Inequalities and the Indian Constitution in 2000: The Problematic Case of Indian Dalits, Prof. R.S. Khare, University of Virginia; Secularism's Last Sigh, Prof. Brenda Cossman, University of Toronto. 9 a.m. to 12:30 p.m.

Unity and Integrity of the Nation: The Challenge of the Right of Self-Determination, Prof. A.T. Embree, Columbia University; 50 years of Water Disputes in India: Constitutional Prescriptions, Political Conflicts and New Policy Initiatives, Prof. John Wood, University of British Columbia; In the Public Interest: Environmental Dimensions of India's Constitutional Law, Prof. Martin Lau, University of London, U.K.; Accommodating Diversity: Justification for Group Rights in India's Constitution, Ashok Acharya, University of Toronto. 2 to 5:30 p.m. Registration fee: \$30, students \$15. Information: 978-4294; e-mail: n.wagle@utoronto.ca.

Governing Council

THURSDAY, APRIL 6

Council Chamber, Simcoe Hall. 4:30 p.m.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Jazz Orchestras.

WEDNESDAY, MARCH 29

Featuring Rob McConnell; Phil Nimmons and Paul Read, directors. Walter Hall. 8 p.m. Tickets \$10, students and seniors, \$5.

Thursday Noon Series.

THURSDAY, MARCH 30

John Kruspe, piano. Walter Hall. 12:10 p.m.

THURSDAY, APRIL 6

Student chamber ensembles. Walter Hall. 12:10 p.m.

Youth Choir Festival.

SATURDAY, APRIL 1

Doreen Rao and Wayne Strongman, conductors. MacMillan Singers, Concert Choir and guests Mendelssohn Youth Choir and school choirs. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Small Jazz Ensembles

WEDNESDAY, APRIL 5

Favourite standards and student arrangements and compositions. Walter Hall. 8 p.m.

Faculty Artist Series.

FRIDAY, APRIL 7

Bob Becker of Nexus and friends. Walter Hall. 8 p.m. Tickets \$20, students and seniors \$10.

U of T Symphony Orchestra and Choirs.

SATURDAY, APRIL 8

Raffi Armenian, music director and conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Opera Tea.

SUNDAY, APRIL 9

An afternoon of opera and tea on the theatre stage. MacMillan Theatre. 2:30 p.m. Tickets \$20.



EXHIBITIONS

NEWMAN CENTRE

Abstract and Non-Objective Paintings.

TO MARCH 31

Paintings by Walter Chiasson and Diane Krompart. Ground floor.

Easter Exhibition.

APRIL 3 TO MAY 5

Antonio Caruso, Italian-Canadian painter. Ground floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY HART HOUSE

Hart House Camera Club and Art Competitions.

TO APRIL 9

Photography, painting, sculpture, drawing, printmaking and mixed media. Both galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday, 1 to 4 p.m.

THOMAS FISHER RARE BOOK LIBRARY

As the Centuries Turn: Manuscripts and Books from 1000 to 2000.

TO JUNE 2

A selection of manuscripts and printed books from the collections of the Thomas Fisher Rare Book Library. Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY Humanities and Social Sciences Book Fair.

APRIL 1 TO APRIL 25

A display of over 150 books and CD-ROMs by authors from the Faculty of Arts & Science. 2nd floor foyer. Hours: Monday to Friday, 8:30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. Arts & Science

MISCELLANY

A Guide for Front-Line Staff to Resources for Students in Need.

TUESDAY, MARCH 27

A workshop to familiarize front-line staff with many of the on- and off-campus services that can help students, particularly those with family responsibilities. Woodsworth College. 1 to 3 p.m. Registration: 978-0951; e-mail: family.care@utoronto.ca.

A Martyr's Homily.

MONDAY, MARCH 27

A one-hour theatrical presentation in which actor and pastor Al Staggs brings to the stage the life of one of the great Christian heroes and martyrs of the 20th century — Archbishop Oscar Romero of San Salvador who was gunned down while celebrating the Eucharist in March 1980. Chapel, New Centre. 8:15 p.m. Newman Centre

Wondering What to Do With the Kids This Summers?

WEDNESDAY, MARCH 29

A presentation of information about summer camps, programs and activities in the Toronto area. Representatives from Camp U of T and Science Outreach will also be available. Foyer, Koffler Student Services Centre. Noon to 2 p.m.

Scottish Gaelic Language & Song.

SATURDAY, APRIL 1

A day of language classes and a song workshop. Carr Hall, St. Michael's College. 9 a.m. to 4 p.m. Tickets \$30; students \$15; free to U of T students and native speakers. Information: (905) 844-4908. Celtic Studies and Gaelic Society of Toronto

GSU Book Sale.

TO SUNDAY, APRIL 2

New books only; fiction and non-fiction, academic titles, children's and special interest books, paperbacks. Gymnasium, Graduate Students' Union. Hours: Monday to Friday, noon to 6 p.m.; Saturday and Sunday, 10 a.m. to 5 p.m.

Spring Record & Book Sale.

WEDNESDAY, APRIL 5

Annual spring sale of books and records.

Lobby, Edward Johnson Building. 11 a.m. to 5 p.m.; presale, recordings only (admission \$5). Monday, April 3. Room E106. 4:30 to 7 p.m.

Elders' Round Table.

THURSDAY, APRIL 6

Elders include Jan Longboat, Mohawk; Barbara Riley, Ojibway; Bruce Elijah, Oneida; and Vern Harper, Cree. 2-295 OISE/UT, 252 Bloor St. W. Noon to 3 p.m. Indigenous Education Network, OISE/UT

Reopening of the University of Toronto Art Centre.

SATURDAY, APRIL 8

Opening exhibitions in the new expanded centre: A Dream of the Past, pre-Raphaelite and Aesthetic Movement paintings, watercolours and drawings; The Legendary Lee Miller (1907-1977), vintage photographs; as well as treasures from the Lillian Malcove Collection and masterworks by the Groups of Seven and

their contemporaries. Hours: Tuesday to Friday, noon to 6 p.m.; Saturdays, noon to 4 p.m.

Choosing Child Care That Works for Your Family.

MONDAY, APRIL 10

Session covers types of care available, costs, evaluation of caregivers and other information parents need to make the best decision for their children. Koffler Student Services Centre. Noon to 1:30 p.m. Registration: 978-0951; e-mail: family.care@utoronto.ca.

DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, by the following times:

Issue of April 10, for events taking place April 10 to 24: MONDAY, MARCH 27.

For information regarding the Events section call Ailsa Ferguson, 978-6981

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

A search committee has been established to recommend a director of the Centre for Urban & Community Studies. Members are: Professor Susan Howson, associate dean, Division II, School of Graduate Studies (chair); Professors Larry Bourne, Bonnie Erickson and Patricia McCarney, Centre for Urban & Community Studies; Frank Mathewson, director, Institute for Policy Analysis; Rodolphe

el-Khoury, Faculty of Architecture, Landscape & Design; and Virginia Maclaren, geography; and Rachel Urowitz, student, Centre for Study of Religion; and Rachel Weider, School of Graduate Studies (secretary).

The committee would be pleased to receive nominations from interested persons until April 10. Submissions should be sent to Professor Susan Howson at the School of Graduate Studies, 65 St. George St., or by e-mail at s.howson@utoronto.ca.

UNIVERSITY OF TORONTO

THE BULLETIN

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Open House Gerstein Science Information Centre Project

Plans displaying the next phase of work on the renovation and expansion of the Gerstein Science Information Centre at the Sigmund Samuel Library will be available for viewing at a public open house on **Tuesday April 4, 2000 at 7 pm**. The location will be in the Sigmund Samuel Library's Alice Moulton Room. Members of the University community and neighbours in surrounding communities are invited to attend. The project architect, Don Schmitt of A.J. Diamond, Donald Schmitt and Company will present the design work to date and will be available to answer questions.

CREATING A POOL OF OPPORTUNITY

A professor says his proposal to hire more star minority faculty avoids the twin fears of "affirmative action": stigmatization and a lessening of academic excellence

BY JOSEPH CARENS

HOW CAN WE INCREASE THE ETHNIC diversity of the faculty while maintaining the university's commitment to excellence in scholarship and teaching? One key obstacle to increasing minority faculty recruitment is the fact that positions are almost always defined in terms of a relatively narrow range of expertise. While there are good institutional reasons for this practice, it can make recruitment of minority faculty difficult or impossible in fields where there are relatively few minority scholars. One way to address this problem is to create a "target of opportunity" pool of positions that can be used to hire outstanding minority faculty in whatever area they happen to work.

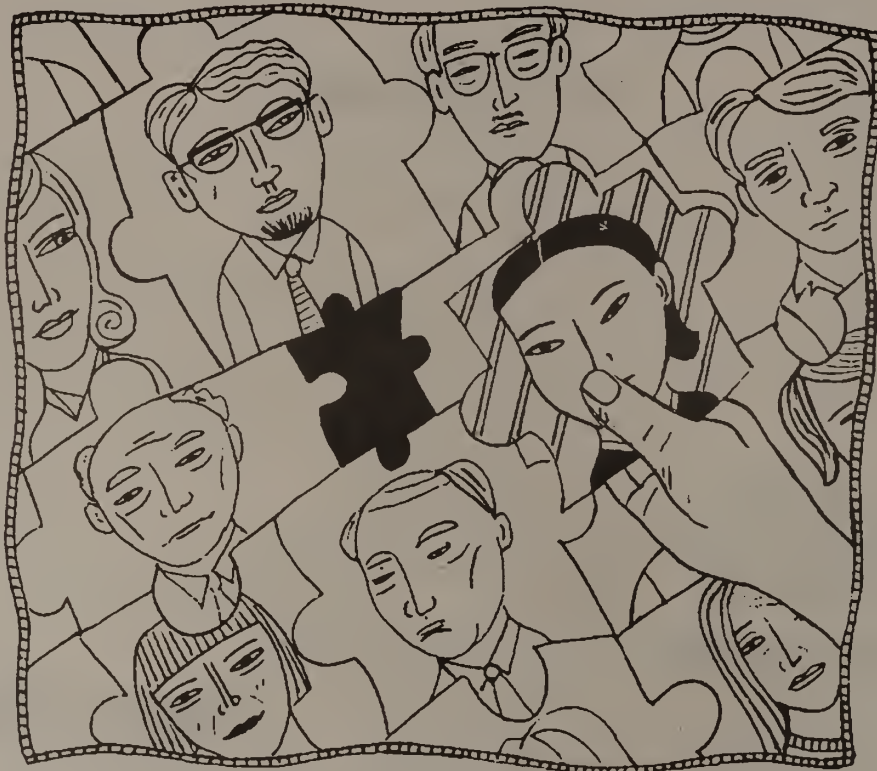
Under the current process, departments construct five year plans that identify faculty positions in terms of subject area, rank and priority. Higher level university committees then evaluate the plans and decide how many positions each department will be allowed to fill, occasionally modifying the department's preferences. The result is a series of "slots" defined relatively narrowly with respect to field (for example, not political science, but western European politics; not English literature, but 19th-century English literature).

This is a perfectly sensible way to proceed in many respects but it inevitably reduces the available pool of minority candidates. The likelihood of finding an excellent minority candidate in western European politics or 19th-century English literature is much smaller than the likelihood of finding an excellent minority candidate in political science or English literature.

The particular decisions generated by this process, however reasonable, are not sacred. Anyone who has ever been on such a committee knows that the outcome could easily, and no less reasonably, have been different. We could have decided to hire in this field rather than that, to allocate a position to this department rather than that, and the outcome would have been just as sound from an academic perspective. To change a small portion of these allocations for the sake of other important considerations would not compromise the integrity of the academic program.

LET ME DRAW UPON MY OWN EXPERIENCE TO ILLUSTRATE the ways in which this planning process excludes excellent minority candidates. I know of a couple of outstanding minority scholars in political science whose academic credentials are equal to our (excellent) recent hires. They have degrees from prestigious universities and strong publication records, including books from major university presses. Furthermore, I think they might be interested in coming to the University of Toronto. As things stand, however, there is no point in my pursuing this possibility because they do not fit within our current plan. In one case, the person works in an area where we plan to recruit but would have to be hired at a senior level and we have only an entry-level position. In the other case, the person's research fits well with our overall department program but is not in an area that we listed as one of our priorities.

I have no quarrels with the way our departmental plan was constructed. I do not think it should have been altered to take account of these candidates, because, after all, they might not take a job here even if one were offered and, despite their excellent credentials, one cannot simply assume that they would be successful in the interview process. So, I think it was perfectly appropriate for the department to define its priorities without regard for these or other particular candidates. But if we could hire them, the department would have two excellent additions whose scholarship and teaching would contribute greatly to our academic program and who more than meets our high standards — and the university would



have increased its diversity. There are doubtless dozens of faculty members in other departments who could tell similar stories.

What could be done to make it possible to recruit candidates like the ones I've mentioned without fundamentally undermining the planning process that we currently use? Suppose that we left the current process in place for the vast majority of appointments — some of which will, of course, be minority candidates — but set aside a small portion, say five to 10 per cent, of the overall resources devoted to faculty hiring each year for a special pool whose goal would be to recruit additional outstanding minority faculty without regard to field. This pool would be administered by a university-wide committee at the decanal or provostial level and departments would be invited to compete for the available funds, by identifying suitable minority candidates, who would have to go through a normal interview process. The funds could be used either to recruit in an area that was not in a department's original plan or to upgrade an appointment from entry to senior level. The university committee would be charged with ensuring that the candidates met a high standard of excellence and with deciding among competing applications if there were more viable candidates than funds.

“WE NEED A CONCRETE
PLAN OF ACTION.
IF NOT THIS, WHAT?
IF NOT NOW, WHEN?”

The great virtue of this target of opportunity pool is that it would allocate real resources to the objective of increasing the number of minority faculty without in any way weakening our commitment to excellence. The cost is that a small portion of the faculty positions would no longer be allocated on the basis of the planning process, but instead on the basis of the availability of outstanding minority faculty. Note, however, that it is the lowest priority positions, the bottom five to 10 per cent of the plan, that would go unfilled as a result of this reallocation.

The pool would also create strong incentives for departments to seek out and recruit highly qualified minority candidates because, in doing so, they would gain extra

resources. As a general matter, a change in the opportunity structure and the incentive system facing actors is more likely to affect behaviour than simply urging them to behave differently without changing anything in their circumstances.

For the proposal to work, the resources provided under this program would have to be genuine additions to what the department would otherwise receive. Under current practices, for example, departments are sometimes permitted to elevate a junior appointment into a senior one at the cost of giving up another projected junior appointment. If the target of opportunity pool worked on this basis, it would be much less effective. If departments were to conclude that they would lose positions later on as a consequence of participating in this program, they would be much less likely to do so.

By contrast, if the inevitable tradeoffs had already taken place in the overall planning process, through the reallocation of the resources for the lowest priority five to 10 per cent of positions to the target of opportunity pool, then it would be much more difficult to know whether any given department's allocation had even been affected by the program, and, in any event, participating in it would not have any negative effects on existing or future allocations.

ONE COMMON OBJECTION TO THE USE OF AFFIRMATIVE action considerations in ordinary hiring decisions is that all minorities hired when such programs are in place will be stigmatized. That is, it will be widely assumed, justifiably or not, that they would not have been successful in the competition without the affirmative action “boost.” Whatever the merits of that objection in other contexts, it would not apply to the program I have proposed because under my proposal, the people hired would meet a threshold of excellence as determined by a university-wide committee and, beyond that, would have succeeded in competition with other excellent candidates, if there were more candidates than funds. Appointments made under this program would be likely to be better than the average new hire at the University of Toronto.

It is precisely to ensure the excellence of the candidates that less weight is given to the specific area of expertise. In that respect the positions are like the new Jackman chairs which are very broadly defined in terms of fields — for example, philosophical studies, literature — so that emphasis can be placed on scholarly excellence. If the Jackman chair were more narrowly defined in terms of current program needs, it would be harder to recruit people at the high level of excellence to which we aspire because there are so few scholars who achieve this level of excellence at all. Similarly, my proposal broadens the definition of field precisely because there are fewer excellent minority candidates than we would like in our normal pools. No one imagines that this broad definition of fields in the case of the Jackman chair conflicts with the academic integrity of the university or weakens the reputation of the chair holder. The same should be true with the target of opportunity pool that I am proposing.

Doubtless my proposal can be improved. In any event, it is only one element in an overall strategy. But we have good reason to believe that the ethnic diversity of the faculty will not increase much, and may even decline, if current processes are simply left in place. Like any other university objective that is taken seriously, increasing the number of minority faculty requires the commitment of university resources and the systematic linking of institutional roles and responsibilities to the goal to be achieved. We need a concrete plan of action. If not this, what? If not now, when?

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